

UNIVERSITY OF TORONTO

# Bulletin

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Monday, December 6, 1982

## Most people want university funding at least to match inflation: poll

Nonsupport for universities 'a myth', opposition tells Stephenson

by Judith Knelman

Opposition members of the provincial parliament furnished figures in the Ministry of Colleges & Universities' estimates debate last month to show that most people in Ontario want university funding increases at least to equal inflation.

About 82 percent of respondents to a Gallup poll in September sponsored by the Ontario Institute for Studies in Education said annual funding increases should at least match inflation. About 42 percent of those interviewed thought if the government was short of funds it should take them from other programs, and 11 percent favoured raising more money for universities through taxes. More than

80 percent said if underfunding continued universities should decrease the number of students they take in.

The questions were drafted in consultation with the Council of Ontario Universities, which released a summary of the findings to Queen's Park education critics before the debates began on Nov. 15.

"In other words, support for Ontario's universities remains high despite government claims to the contrary," said Professor Richard Allen, who represents Hamilton West in the legislature, is the NDP's colleges and universities critic and teaches history at McMaster University.

He told the standing committee on social development the "myth of public

nonsupport" is deliberately spread by the Cabinet. Bette Stephenson, minister of colleges and universities, told a recent meeting of the Canadian Medical Association, he said, that the public's view of the higher education system is increasingly critical, and Provincial Treasurer Frank Miller was quoted in the Barrie *Examiner* as having said universities are not oriented to today's needs.

The government's advocacy of more job-specific and research-specific programming at universities, said Allen, threatens a grave distortion of both undergraduate and graduate levels of study. Furthermore, he said, denigration of the universities' efforts are lowering morale and encouraging "a

level of affordable mediocrity . . . as will back this province right out of the modern world."

Alluding to a comment in a speech by Stephenson to the Council of Ministers of Education, Canada conference in October that academics can no longer enjoy independence from the workaday world, Allen commented: "I gasped when I saw that statement. I mean, is it really true? Are we now measuring cultural accomplishment, spiritual development, the worth of human personality and all that's related to the educational cultural sector in economic terms?" There is in fact a decided connection between the universities and the workaday world, he said, though "it happens to be at a little greater distance in a certain sense than the workaday world appreciates or understands."

Allen read a definition by President James Ham into the record defining the nature of the university as the corporate realization of man's will to know and to understand. The quotation was from the President's paper on core funding given to the Association of Colleges & Universities of Canada meeting last spring.

Stephenson said the view "is one which I can appreciate and understand and support vigorously." She said Allen's speech constituted "probably the most learned presentation regarding universities that we have enjoyed in the four years that I have been minister."

## COU lowers funding request to 11.8 percent increase

The Council of Ontario Universities (COU) and the Ontario Council on University Affairs (OCUA) have revised their estimates to the government of the funding increase needed by universities next year.

OCUA's advice to the minister of colleges and universities, Bette Stephenson, is not made public until the time of the funding announcement. It is usually one to one and a half percent lower than the COU figure. The discrepancy between the figure recommended by OCUA and the one decided on by the government has been more than that — often between four and seven percent.

The original figure recommended by COU for an increase in 1983-84 was 16.8 percent. In the light of the wage restraint legislation now being debated, the figure has been revised downward to 11.8 percent.

Salary costs will be significantly less than anticipated if the five percent limit is passed by the legislature. However, COU's supplementary brief points out, hospital insurance premiums have gone up and unemployment insurance will cost more as of Jan. 1.

Also, though some element of non-salary expenditure by universities will benefit from restrictions on price increases imposed by the federal and provincial governments, the elimination of certain exemptions from retail sales tax payable to the Ontario government will increase costs to universities.

Because tuition fees will not be allowed to increase by more than five percent, more will be needed in operating grants than would ordinarily be the case, says COU. Last spring, enrolment growth was projected at 4.5 percent, but COU has now adjusted its

estimate to four percent as more and more institutions consider ways of restricting the number of students they take in.

COU's advice was given to Frank Miller, the provincial treasurer, Nov. 25. The same week, OCUA's revised advice was submitted unofficially to the ministry, to be resubmitted once Bill 179 has been passed.

It was also the week that the U of T budget guidelines proposal came out with the announcement that an increase of at least 10.3 and preferably 12.5 percent would be needed if the University is to maintain its level of activity. COU's revised request, says David Nowlan, vice-president (research and planning), is consistent with U of T's assessment.

## President to meet with UTFA, UTSA and student groups to discuss proposed budget guidelines

The presidents of the University of Toronto Faculty Association, the University of Toronto Staff Association, the Students' Administrative Council, the Association of Part-Time Undergraduate Students and the Graduate Students' Union have been invited to a meeting with the President and the vice-presidents this week to discuss the proposed 1983-84 budget guidelines.

The guidelines, which predict more job cuts will be necessary next year if the funding increase is below 10.3 percent, will come before the Planning & Resources Committee Dec. 13. They were published in the Nov. 22 *Bulletin*.

"There is no adequate mechanism for consultation," says UTFA president Harvey Dyck. "At P and R they can't be amended — just accepted, rejected or referred back." He thinks the process this year has been more centralized than ever before.

UTFA is reviewing the guidelines with great care, Dyck says, and in all

probability will be offering some counter-proposals. The association's executive committee last week decided to make the guidelines "a subject for wide-ranging and probing review" by UTFA council Dec. 7.

Dyck says a reasoned response is necessary to a document infused with great pessimism. The cuts proposed, he says, are so serious as to threaten the University's ability to continue the quality of teaching and research that has gone on up to now.

"They've just thrown up their hands and said they're not getting any more money so they're going to balance the budget by cutting staff," says UTSA president Michael Jackel. "They're just hacking away at our complement."

It's clear that attrition isn't working, says Jackel. Five people were let go by physical plant two weeks ago, and five others have been laid off elsewhere in the University within the past few weeks, according to UTSA. "There seems to be a haphazard and

subjective approach to choosing who has to go," says Jackel. "People don't understand how the unlucky ones are chosen." One of the physical plant employees had been there for 24 years, another for 22 years and another for 16 years.

"There's not a lot we can do about it," says Jackel. "It's in the policy manual. What we may do is grieve each one and make the administration justify it."

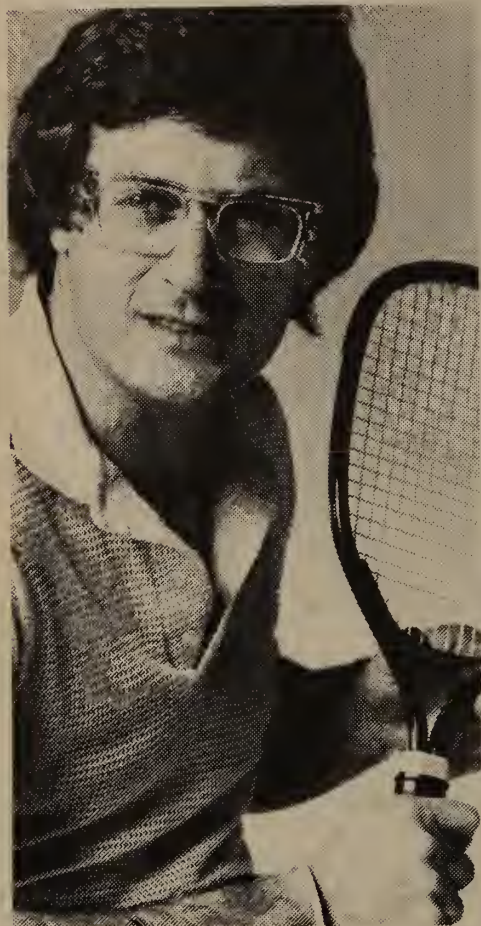
David Nowlan, vice-president (research and planning), says Jackel's concerns are justified. "Layoffs for fiscal reasons are happening. It's very painful for individuals, but that is the implication of the situation we face. I don't think it's going to abate. To the maximum possible extent, though, we would do the cutting through natural turnover and attrition."

Nowlan says he will tell the presidents of the five campus constituencies invited to discuss the guidelines that he is willing to address their membership on the same subject.



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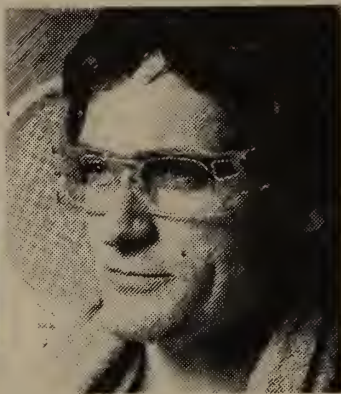
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## Notebook

**Bernard Shapiro**, director of the Ontario Institute for Studies in Education, who has been named to an advisory group on futures in education headed by **Bette Stephenson**, minister of education, colleges and universities, says he's not sure what will be on the agenda of the eight-member committee. "We'll be thinking about the future of education in Ontario, which is a terribly vague thing to say," says Shapiro. Also named to the group was **Leslie Dewart**, former chairman of the combined departments of religious studies at U of T, who recently completed a degree in law.

The advisory group, which is to hold its first meeting this month, will not be paid. The other members are **Hugh Segal**, who has just resigned his job as principal secretary to Premier William Davis to become vice-president of Camp Associates and president of its sister firm, Advance Planning Group of Companies; **Anna Porter**, president of Key Porter Books and former president of McClelland & Stewart; **David Suzuki**, a professor of zoology who has become the star of a CBC-TV science show; **Dian Cohen**, an economic consultant; **Douglas D. Peters**, senior vice-president and chief economist of the Toronto Dominion Bank; **Gordon B. Thompson**, manager of Communications Studies, Bell-Northern Research Ltd., and **Harry K. Fisher**, deputy minister of education, colleges and universities and author of the Report of the Committee on the Future Role of Universities in Ontario.

When **Mark Stewart**, whose story on the \$500,000 renovation to the offices of Vice-President **Alex Pathy** had just been published in *The Varsity*, was hailed by Pathy as they left the Governing Council meeting Nov. 18, he expected a dressing down. Pathy had just been challenged by two student members of Council to justify the expenditure in a time of austerity. Pathy, however, was all smiles. What he wanted was a print of the picture *The Varsity* had taken of him in his new quarters.



An investigation commissioned by the Quebec ministry of education suggests a new basis on which universities could compete for funding: deep discounts. A document completed last March and circulated among university heads reveals, for example, that it cost McGill \$3,844 for each student enrolled in business administration in 1979-80, but Concordia only \$1,131. However, the cost for a medical student at McGill was only \$4,702, but it was \$9,863 at Laval and \$8,051 at the University of Sherbrooke. A student in pure sciences at McGill cost \$6,280 as compared with \$2,520 at Concordia, and a student in education cost \$4,671 at Sherbrooke but \$2,769 at the University of Quebec and \$2,587 at Concordia.

The university heads were provided with median figures and urged to make costs conform.

## An Invitation

# To Submit Nominations For The \$75,000 Ernest C. Manning Awards

The Ernest C. Manning Awards Foundation is seeking nominations for its \$75,000 1983 Award.

The Foundation is a national, privately funded non-profit organization, formed to encourage, nurture and reward innovation by Canadian people.

A Selection Committee will choose a person who has shown outstanding talent in conceiving and developing a new concept, process or product of potential widespread benefit to Canada. Of special interest are nominations from the fields of biological sciences (life); the physical sciences and engineering; the social sciences; business; labour; law; and government and public policy.

The deadline for nominations for the 1983 Award is March 31, 1983.

For further information, or to acquire a Nomination Form, please write to:

Mr. George E. Dunlap, Executive Director,  
Ernest C. Manning Awards Foundation,  
#2300, 639 - Fifth Avenue S.W., Calgary, Alberta T2P 0M9



# Students flock to placement centre, find fewer jobs

More than ever graduates need to learn how to succeed in, and survive, job hunt, says centre's director

by Esther Fisher

Six thousand more students visited U of T's Career Counselling & Placement Centre this September than during the same month last year and the number of companies registering with the centre's recruitment program is down 50 percent from what it was a year ago. Between Sept. 1, 1981 and Aug. 31, 1982, the centre's St. George campus office recorded 163,954 student visits. The total for September was 19,206. These figures leave no doubt as to how seriously the current economic recession is hitting young people.

Even though unemployment among university graduates is lower than among those without post-secondary education, the new graduate may find it takes a lot longer than in the past to get a first job. "A university degree is not an automatic ticket to employment any more," says the centre's director Rivi Frankle, who is also president of the University and College Placement Association (UCPA).

The drastic decrease in recruitment, a major source for job opportunities, is a blow to the students, says Frankle. On-campus recruiting starts in mid-October and lasts until March. During that time, large companies such as Bell Canada and Ontario Hydro visit several universities to recruit students in their final year who will be ready to start work in May. Last year, says Frankle, each company registered with UCPA visited an average of 13.6 campuses; this year the expected average is 6.9. Last year the average number of positions available per employer was 43; now it is half that. And, perhaps more revealing than statistics — Bell Canada, Stelco, Dupont, companies who have recruited at U of T in the past, are not coming here this year. In the current economic climate, many companies are reluctant to spend time and money recruiting on-campus.

Demand is down in all disciplines listed on a UCPA survey. "Even in good times," says Frankle, "the vast majority of jobs available through the recruiting program were for commerce and engineering graduates. Never more than 40 percent of employers looked for arts and science graduates, and this year it is about half that." Now, 35 percent fewer computer science graduates and 20 percent fewer commerce graduates are required, and there is a 55 percent decrease in the need for engineers who, in the past, used the recruiting program as their major source in job hunting.

"Under these circumstances," says Frankle, "looking for a job can be a full-time occupation. A new graduate cannot afford to go into the market place without the skills necessary for job hunting. Good marks and a degree are fine, but the student must be able

to translate the skills acquired during post-secondary education into something an employer wants. When asked during an interview, 'What have you to offer?', it is not enough to say, 'I write good essays'; instead, the prospective employee might emphasize his aptitude for research and communication. We try at the placement centre to teach survival techniques which will stand students in good stead when they are looking for work."

Frankle emphasizes that on-campus recruiting, the centre's permanent job registry for recent graduates, and newspapers are only three of many sources for finding employment. Since 80 percent of jobs are in what is called "the hidden market" — that is, they are unadvertised — it is necessary for the job hunter to use every possible contact. "Don't be shy about telling relatives, friends, professors, everyone you know," she advises students, "that you are looking for a job. Furthermore, chances of finding work will be better if you are prepared for the various stages of job hunting."

Preparation means, among other things, assessing one's qualifications, knowing what employers expect, and how to conduct oneself at an interview. One of the ways to find out about specific job requirements is through information gathering interviews. These are practice interviews with, for example, business and professional organizations, which offer a first-hand look at people doing specific jobs; they allow the student to investigate the diversity of specialties in any given field. Compared with many other sources, information gathering interviews provide more up-to-date information, are more personal, and reflect the "on-the-job" atmosphere. As well, they help students gain self-confidence, give them the opportunity to learn how to take "comfortable, assertive control" in job hunting and interviewing settings, and also enlarge their circle of contacts. The placement centre provides advice on how to conduct interviews, how to write a resumé, and offers a good deal of free printed material on career planning and job hunting.

One such publication is filled with suggestions for improving possibilities of success in the job search; another, called *What Do You Want to be When You Grow Up?*, contains a quiz which helps students evaluate how much they know about career planning; and yet another provides a list of ways to avoid being hired. Among the reasons given by employers for rejecting job applicants are: lack of planning for career; lack of confidence; failure to participate in activities; lack of knowledge of field of specialization. Such remarks clearly indicate how important it is for students to be prepared for the job search.

Frankle urges U of T staff to en-

courage students to enrol at the centre. There is no charge to register in either the permanent job registry or the on-campus recruiting program, but there is a fee of \$2 for a book dealing with job search skills which may be purchased voluntarily. In addition to the regular services provided at the centre, there are, on an ongoing basis, five consecutive sessions on "Career Planning for New Graduates", and five-session programs on "Job Search Techniques". Seminars on "Career Planning for Undergraduates" will be offered in January.

"Career counselling is for everyone," suggests Frankle. "Students should start thinking about future employment as early as first year when a counsellor can help them focus on areas of interest and make them aware that employers are not concerned with marks only, but with the 'total you'. So it is important to be involved in many areas of activity." During the middle year(s) it is time to examine various occupations, look at alternatives and evaluate one's own skills and values. In the final year, learn how to job hunt.

Aside from teaching specific techniques, the emphasis at the centre is on learning to sell oneself. It is that which often makes the difference between the one chosen for the job and the one rejected. A survey of employers across Canada conducted by UCPA

shows that the five most important qualities employers are looking for are: ability to communicate, willingness to take initiative, willingness to accept responsibility, leadership potential, motivation and ambition. Others include intelligence, self-confidence, imagination, high energy level, flexibility.

All this may sound like a tall order, but employers are expecting more from their employees these days; they are "screening down" more finely and cannot afford to make mistakes. The pressure to perform well pervades all ranks of employment.

"Don't lose heart," Frankle advises students. "You may not find what you want immediately, but there are jobs out there." Some may not find permanent work right away, but there are lots of temporary and part-time jobs listed at the centre. One day recently, the bulletin board contained notices for part-time and temporary jobs as gym instructor; tutor — accounting; biostatistician; social worker; nutrition teacher; and many other "openings". Working part-time may help the new employee gain experience and lead to permanent employment or future opportunities. "Things will improve," says Frankle. "Above all, be prepared and be persistent."

## Universities pleased with new high school policy

The new policy on high schools announced last week by Education Minister Bette Stephenson has been well received by Ontario universities, says Will Sayers, director of communications for the Council of Ontario Universities.

If grade 13 is being phased out, it is being done in a gradual, optional manner that will not unleash a double cohort of applicants to universities in one year. Students who enter grade 9 in 1984 and after will be able to earn the 30 credits required for high school graduation in four years, but those who want to be admitted to universities will have to include in their programs at least six specified academic courses.

What is not clear yet, says Bernard Shapiro, director of the Ontario Institute for Studies in Education and chairman of a provincial advisory committee on evaluation policies and practices, is how many of these academic courses will be required by the universities for admission and how many can be taken as part of the 30 credits.

Content of the university entrance courses is to be determined by the ministry in consultation with the universities. The news that the universities' advice will be sought is heartening, says Sayers, and the universities are pleased that the results of these courses will be more directly comparable than are the standings submitted by applicants under the present system.

Stephenson has said that entrance courses will be standardized across the province and methods of testing student achievement will be developed by the ministry, but there are no plans to bring back province-wide exams.

However, Shapiro points out that it would be possible to have the same content without having the same standard. It remains to be seen, he says, just how far the province will go in standardizing. There is also no guarantee that the universities will agree on what is required for admission.

The ministry has absorbed criticism from the U of T Faculty of Arts & Science, which last year reviewed grade 13 credits for those with a recognizable standard. The faculty is still debating how to go about setting up its own entrance exams.

Dean Robin Armstrong says he thinks they will still be needed, since products of the new system won't be ready for university until 1988, and even then there will not be a province-wide testing scheme to provide comparable information. The more common the material that students study, though, the easier and cheaper it will be for the University to construct the tests, since fewer test items would be needed, he points out.

"I'm very pleased," says Armstrong. "The changes are totally consistent with the changes implied by our own actions. I think in a way U of T has a right to interpret these changes as at least in part having been due to our own actions in the past."

In 1980 the faculty began requiring English proficiency tests of all applicants because it could no longer be certain grade 13 graduates had adequate language skills. The new provincial policy calls for students to take five English courses instead of four and instructs all teachers to grade their students on their use of English.

## Correction

There was an error in a headline in the Nov. 22 issue of the *Bulletin*. The headline read "Forgive \$12.2 million loan to UTLAS, Governing Council decides in closed session". In fact, as stated in the story, Governing Council agreed to waive interest charges from May 1, 1982 on funds advanced to the University of Toronto Library Automation Systems (UTLAS). The decision is to be reviewed before Dec. 31, 1983 and every two years thereafter.

As reported, Council accepted the 1982-83 budget for UTLAS on the understanding that the University's total advance to UTLAS at April 30, 1983 will not exceed the \$12.2 million already authorized. The University's external auditors had advised that it was improper to accrue the interest on the UTLAS loan in view of the uncertainty that exists about the collectibility of the interest. The 1982-83 finance charges amount to \$1.7 million.



# PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given with the PhD oral office, telephone 978-5258.

**Thursday, December 9**  
Woon-Tek Leong, Department of Education, "A Study of the Interrelation of Variables which Affect the Development of Deaf Preschool Children." Prof. L. McLean. Room 111, 63 St. George St., 10 a.m.  
*Please note change, oral previously scheduled for Dec. 10, listed in Bulletin of Nov. 22.*

**Friday, December 10**  
Allan Irving, Faculty of Social Work, "A Canadian Fabian: The Life and Work of Harry Cassidy." Prof. A. Rose. Room 309, 63 St. George St., 2 p.m.

W. Roy Laird, Centre for Medieval Studies, "The *Scientiae Mediae* in Medieval Commentaries on Aristotle's *Posterior Analytics*." Prof. J. Weisheipl. Room 111, 63 St. George St., 2 p.m.

**Monday, December 13**  
Margaret Lucille Rand, Department of Biochemistry,

"Studies of Changes in Rabbit Platelets as They Age in Vivo." Prof. M.A. Packham. Room 309, 63 St. George St., 10 a.m.

David Jardine, Department of Education, "The Question of Our Place in the World: A Phenomenological Critique of Jean Piaget's Genetic Epistemology." Prof. D. Misgeld. Room 111, 63 St. George St., 2 p.m.

**Friday, December 17**  
Ralph Robinson, Department of History, "British Divines and Others in Leiden, c.1575-c.1645." Prof. J.K. McConica. Room 111, 63 St. George St., 10 a.m.

Norman Salt, Department of Education, "A Comparison of Conversion Strategies for Portable Courseware on Microcomputers." Prof. R. Ragsdale. Room 309, 63 St. George St., 10 a.m.

Stephen D. Dumont, Centre for Medieval Studies, "Henry of Ghent as a Source for John Duns Scotus's Proof for the Existence of God." Prof. A. Maurer. Room 301, 65 St. George St., 2 p.m.

Edward Walter Sidon, Department of Zoology, "A Morphological Study of the Liver throughout the Life Cycle of the Sea Lamprey, *Petromyzon Marinus* L., with Special Reference to Atresia of the Biliary System during Metamorphosis." Prof. J.H. Youson. Room 309, 63 St. George St., 2 p.m.

**Monday, December 20**  
James Wilfred Arenson, Department of Electrical Engineering, "Real-Time Two-Dimensional Blood Flow Imaging Using a Linear Doppler Ultrasound Array." Profs. R.S.C. Cobbold and K.W. Johnston. Room 309, 63 St. George St., 2 p.m.

**Tuesday, December 21**  
Joel Mayer, Department of Pharmacology, "Differential Pharmacological Effects of Ethanol, Barbiturates and Opiates in the Isolated Guinea-Pig Ileum Preparation and in the Rat." Prof. J. Khanna. Room 309, 63 St. George St., 10 a.m.

## Appointments

### New associate dean, research in Faculty of Medicine

Prof. Brian J. Underdown has been appointed associate dean, research, in the Faculty of Medicine, effective Nov. 11, 1982 to Dec. 31, 1985.

Prof. Underdown received a BSc in chemistry in 1964 and a PhD in experimental medicine (immunology) in 1968 from McGill University. He was a post-doctoral fellow in the Department of Microbiology of the Washington University School of Medicine then came to U of T in 1970 as an assistant professor in medical genetics and medicine and the Institute of Immunology. He was made associate professor in 1975 and full professor and acting director of the institute in 1981.

Prof. Underdown's current research

involves the study of Giardiasis, an intestinal infection caused by a protozoan parasite which contaminates water supplies. This parasite is relatively simple in its life cycle and researchers hope to learn how to prevent Giardiasis as well as develop vaccines for other infection agents which attack the gastro-intestinal, respiratory and reproductive tracts.

Prof. Underdown is a member of the Ontario Cancer Treatment & Research Foundation Research Committee and the Research Committee of the Ontario Thoracic Society. He is associate editor of the *Journal of Immunology* and *Molecular Immunology*.

### Recent academic appointments

The following academic appointments were confirmed at the Nov. 11 meeting of the Academic Affairs Committee:

**Institute of Immunology**  
Dr. R.H. Miller, acting director, from Nov. 11, 1982 to June 30, 1983

**Faculty of Medicine**  
Prof. B.J. Underdown, associate dean, research, from Nov. 11, 1982 to Dec. 31, 1985.

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Gallery Club Holiday schedule:

Luncheon service continues until Wednesday, Dec. 22

Dinner service continues until Thursday, Dec. 16

Regular lunch and dinner service resumes Jan. 3

# Research News

## American Chemical Society — Petroleum Research Fund — Type AC Grants

The Petroleum Research Fund was established to promote advanced scientific education and fundamental research in the petroleum field. Such education and research may include the exchange of scientists and university scientific students between American and foreign non-profit scientific or educational institutions, and services incidental to fundamental research such as the translation of scientific literature relating to the petroleum field.

Proposals will be considered for two- or three-year grants and the total amount requested should not exceed \$35,000 for a two-year grant or \$52,500 for a three-year grant. The total budget may, however, be divided among years according to the needs of the project.

Proposals for type AC research grants are considered by the PRF advisory board three times each year (early November, February and May). Proposals may be submitted at any time of the year, and will be processed for consideration by the board in the order in which they are received.

For further information contact ORA at 978-2163.

## Imperial Oil Limited

The Imperial Oil university research grants program is designed to encourage research at Canadian universities in areas of interest to the petroleum, petrochemical and energy industries including projects in the fields of environmental, earth, engineering, chemical and process and structural sciences. The program would like to encourage more submissions in the economic and social sciences as pertaining to the relationships between the company and its employees, customers and the business environment in which it operates.

Imperial Oil's university research grants are to full-time faculty members in support of research work carried out by university students under their direction and range up to a maximum of \$8,000. Grants are made for one year and may be renewed annually for a maximum of three years.

The deadline date for applications is January 15. For further information, contact ORA at 978-2163.

## SSHRC — Program of Aid to Associations

The Social Sciences & Humanities Research Council of Canada has been reviewing its programs of

assistance to learned societies and as a result of this review is introducing a new uniform program of assistance beginning this winter for societies which are not members of either the Social Science Federation of Canada or the Canadian Federation for the Humanities seeking support for fiscal year 1983-84. The program provides support for the administrative operations of learned societies, or associations as they are known under the program, and for special projects.

The program is intended to and will eventually cover attendance grants made to associations to assist their members in travelling to annual meetings. However, for this first year of operation, attendance grants for annual meetings planned for the period April 1, 1983 to March 31, 1984 will not be part of the program. Associations may continue to apply for attendance grants on an *ad hoc* basis as in the past and separately from any applications for administrative project support in 1984.

An eligible association is defined as a society of persons with specialized competence in one or more academic disciplines or in a field of research, freely associated for the purpose of advancing knowledge in that area of specialized competence, which must fall within the mandate of the SSHRC. The council will not normally grant support to associations having fewer than 200 members or those which cannot show evidence of having existed as continuing organizations for at least five years.

Until further notice, awards to associations will not exceed \$10 per paid-up member and awards to projects will not exceed \$5,000 in respect of any given period of one year. For two or more projects the total maximum grant available is \$10,000.

The deadline for applications is December 15, with an announcement of results by the council in April 1983. For applications and further information please contact ORA at 978-2163.

## Atmospheric Environment Service — Science Subvention Program

The science subvention program of Environment Canada is designed to assist the department in achieving its objectives through encouraging the development of ideas generated by non-government scientists. Subventions are aimed at problems of interest to the department which cannot be considered in detail because

of current commitments. Investigations supported by the program will stress research which requires a significant component of concept development and exploration of novel approaches. Given the range and complexity of environmental and renewable resource problems, the program will facilitate the support of uni-, multi-, or interdisciplinary studies involving physical, biological, engineering and social sciences and the humanities. A prime aim of the program is to establish an effective dialogue between non-government scientific institutions and the department in areas of mutual interest and concern.

Any Canadian institution which undertakes research activities which may contribute toward the achievement of departmental objectives is eligible to apply on behalf of individual investigators in its employ. Any member(s) of such organizations may, with the concurrence of their organization's management and executive, apply for support under the program.

The deadline for receipt of applications is December 31. For further information, contact ORA at 978-2163.

## Upcoming Deadline Dates

E.A. Baker Foundation — research grants and fellowships: December 15.

Canadian Lung Association — research grants and fellowships: December 15.

Environment, Ontario Ministry of — air resources grants: January 31.

Huntington Society of Canada — predoctoral scholarships, postdoctoral fellowships, and operating grants: December 31.

Imperial Oil — research grants: January 15.  
Leukemia Research Fund — operating research grants: February 1.

Muscular Dystrophy Association — summer fellowships: January 31.

National Cancer Institute — research studentships, research fellowships, research scholarships, research associateships, clinical research associateships: February 1;  
Terry Fox clerkship program: January 14.

Ontario Thoracic Society — one-year research grants from the Ontario Respiratory Disease Foundation: January 15.

Ontario Mental Health Foundation — research studentships: January 14.

Physician's Services Incorporated Foundation — research grants: January 15.

## Medical grad students organize research exchange

Graduate course unions within the medically-oriented sciences have banded together to form a group whose aim is to promote interaction among the various departments in the Faculty of Medicine.

GOFOM (Graduate Organization Faculty of Medicine) hopes to establish a framework where people "at the lab bench" can exchange ideas and techniques.

As one of its first activities, GOFOM has organized a research day, to be held Jan. 21 in the Medical Sciences

Building. Planned are poster sessions by graduate students engaged in medical research and two symposia by invited speakers. Dr. Marcus Raichle of the Department of Neurology and Neurosurgery, University of Washington, St. Louis, will lecture on "Positron Emission Tomography". Dr. Leroy Hood of the California Institute of Technology will speak on "Anti-bodies: Split Genes and Jumping Genes".

For more information and abstract forms telephone 978-6258.



# FollowUp

## Search committee refuses to make public criteria

The Presidential Search Committee has rejected a request from five campus constituencies that it make public its criteria.

The presidents of the University of Toronto Faculty Association, the University of Toronto Staff Association, the Graduate Students' Union, the Association of Part-time Undergraduate Students and the Students' Administrative Council have received a letter from John Whitten, chairman of the committee, saying the request was being denied.

Harvey Dyck, president of the faculty association, says Governing Council was arrogant in setting up a non-representative committee and the committee is arrogant in refusing the request.

There is a real danger, says Dyck, that the president the committee recommends to Governing Council may not enjoy the support of all campus groups. There have been doubts on campus about the legitimacy of the representation on the committee, he says, which is very different from the membership of the two previous presidential search committees.

"As we go into a very difficult future it's important that the new president have the trust of the community. We hoped by inviting the

search committee to publish its criteria to give it an opportunity to enhance its credibility across campus."

## OCUA rejects sectoral planning proposal

The Ontario Council on University Affairs (OCUA) has turned down a proposal by the Council of Ontario Universities (COU) on sectoral planning (*Bulletin*, June 7). The COU scheme had been developed by the Ontario Council on Graduate Studies (OCGS), a COU affiliate. It called for the development of doctoral programs according to the strengths universities had in various academic sectors. A university deemed to have major involvement in a particular sector would be free to mount a new program in it, as long as the program was judged to be of sufficient quality. U of T was the only university to have major involvement in all the sectors proposed by COU.

OCUA has developed an alternative proposal with advice from OCGS. Its memorandum on graduate planning has been delivered to Minister of Colleges & Universities Bette Stephenson and remains confidential until the ministry issues an official response.

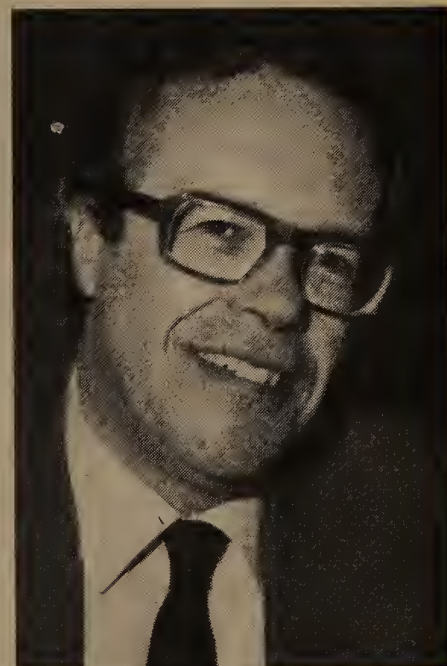
# U of T prof named to royal commission on economy

Albert Breton, a professor of economics at U of T since 1970, has been appointed to a royal commission headed by Donald Macdonald on Canada's economic union and prospects.

Breton, one of nine commissioners appointed, specializes in public finance and the problems of public sector economics. His latest book (with Ronald Wintrobe, a professor of economics at the University of Western Ontario), *The Logic of Bureaucratic Conduct*, was published by Cambridge University Press last month. A book on federalism written with Professor A.D. Scott of the University of British Columbia, *The Economic Constitution of Federal States*, was published by U of T Press in 1978.

Breton is a French-Canadian who obtained his first degree at the francophone St. Boniface College of the University of Manitoba. He has a PhD from Columbia earned with a thesis on the demand for money in Canada between 1900 and 1959.

He began his career at the University of Montreal. After receiving his PhD in 1965 he held visiting professorships at the Catholic University of Louvain, the London School of Economics and Harvard. When he returned to Canada in 1970 he was made a senior consultant in the Office of the Prime Minister and then a



Professor Albert Breton

member of the Applebaum-Hebert federal cultural policy review committee.

Breton has held three Killam senior research scholarships. He was made a fellow of the Royal Society of Canada in 1976.

He will continue his teaching as he works on the royal commission, which is allowed to take up to three years and probably will, in Breton's opinion. Connections between provincial and federal governments, between business and labour and between business/labour and governments will be investigated, he says. "As I read the terms of reference, the commission deals with the relationship between unemployment, inflation, low productivity and low growth on the one hand and decision-making institutions on the other."

# Group raising funds for peace chair at UC

A Chair in Peace Studies could be established at University College as early as 1984, says fundraising committee chairman mathematics professor Terry Gardner.

"We have a letter of intent from a possible million dollar donor," says Prof. Gardner, "but because there is some delay involved with that gift, we are approaching other individuals and then, perhaps, the foundations."

The peace chair committee's target is \$1.2 million, which would allow for expansion of library holdings and appointment of an administrative assistant.

Some initiatives in the area of peace studies are already being taken in a number of different departments, says Gardner. Geography professor A.P. Grima plans to include a lecture on the environmental impact of nuclear explosions in his course on environmental management. In philosophy and international relations, a fourth year student has embarked on a supervised

reading course focused around the strategy of nuclear deterrents. An Erindale student is being supervised by sociology professor Metta Spencer in a reading course exploring the extent to which aggression is innate in people and looking at various models for analyzing conflict situations. Other initiatives are under consideration, says Gardner, and will contribute to a roster of colleagues for the appointee to the peace chair.

Besides finding support for the chair, the committee wants to establish a parallel fund for bringing in guest lecturers. A series of six lectures was arranged for the current academic year. Three were in the fall term and the others will take place Jan. 13, Feb. 24, and March 24, all at 8 p.m. in UC's West Hall.

The first speaker in the New Year will be Kosta Tsipis, a senior research physicist at the Massachusetts Institute of Technology and an editorial adviser to *The Bulletin of the Atomic Scientists*. Together with that publication's editor, Bernard Feld, he teaches a course on nuclear physics and international policy, as part of MIT's program in science and technology for international security. The title of his lecture is "Directed Energy: War or Peace in Space?"

The guest lecturer in February will be Anatol Rapoport, director of the Vienna Institute for Advanced Studies and recipient of the 1976 Lenz International Peace Research Prize. He will argue that what propels the world toward nuclear holocaust is not territoriality, not access to natural resources, not ideology, not, in fact, any of the classical origins of war, but rather the arms build-up itself and the expectation of war on the part of the military.

The final lecture in this year's series will be given by Seymour Melman — author, educator, and professor of in-

dustrial engineering at Columbia University in New York City. One of his main concerns is how little is known about stopping the arms race, short of war. The author of *No Place to Hide and Disarmament: Its Politics and Economics*, he has examined the logistics of converting military industries to the production of civilian goods.

The lecture series is co-sponsored by Science for Peace, a national group started by U of T scientists last year, and University College "to provide a deeper understanding of the possible contributions of scholarship to the advancement of peace." Each lecture is followed by a discussion period.

## Christmas closing at the Press

All offices of the University of Toronto Press will be closed on Dec. 24 but will be open during regular office hours Dec. 28, 29 and 30.

The Bookroom will close at noon Dec. 24 but will be open Dec. 29 and 30.



## The Faculty Club

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## Women's association formed

More than 100 women met at the President's residence on Nov. 4 for the first meeting of the U of T Women's Association. The women endorsed the idea of a campus-wide organization that would have a combined social and service role.

Plans are under way for a morning coffee drop-in centre at the Faculty Club and a campus theatre night early in the New Year.

Anyone interested in working on a committee to welcome newcomers to the University or who would like more information about the U of T Women's Association should call Marjorie Ivey, 444-4844.



# Committee Highlights

## The Business Affairs Committee — Nov. 10, 1982

- recommended that the vice-president — business affairs be authorized to borrow funds as necessary for the Faculty of Dentistry's expansion and modernization project on the understanding that full reimbursement is to be made by the provincial government. Last April the committee had authorized the vice-president to carry out the project at a cost of \$17,989,684, plus the cost of bridge-financing subject to approval of the project by the Ministry of Colleges & Universities and subject to provincial funding. At the time of approval, it was anticipated that provincial funding for the current fiscal year would be sufficient to meet projected expenditures and that it would not be necessary to borrow funds for bridge-financing until the following year. A recent indication that funding may not begin to flow for the project until April 1983 may make it necessary to begin borrowing in the current fiscal year. The University may have to borrow up to \$10 million. The minister of colleges and universities has confirmed that the University will be reimbursed the total amount borrowed including finance charges.
- received for information the Investment Review Committee semi-annual report to June 30, 1982. The committee discussed whether the University's expectation of a two percent rate of return above inflation was reasonable, whether the University should issue instructions that are more specific than the present policy guidelines concerning the asset mix of the funds administered by its money managers, and whether the policy of a high pay-out rate for the Endowed Funds Investment Pool is the best investment policy. The vice-president said the Investment Review Committee would review the University's investment policy and might recommend changes to the President who would forward his recommendations to the Business Affairs Committee.
- received for information reports on appropriation changes from Aug. 27, 1982 to Oct. 25, 1982.

## The Academic Affairs Committee — Nov. 11, 1982

- The chairman responded to concerns at the October meeting that due to budget cuts the position in educational development in the provost's office would not be filled. As the Office of Educational Development is an academic service, he reported, primary responsibility for educational development rests with the Planning & Resources Committee. Though both the Report of the Advisory Committee on Educational Development and the Ricker report recommended the Office of Educational Development be continued, they were advisory reports and the provost was free to accept, reject or modify the advice. Finally, the final budget of the University for 1982-83 provided for a freeze on new appointments. Whether an academic service can or should be terminated through budgetary action is a question for the Planning & Resources Committee, the chairman said.
- concurred with the Business Affairs Committee that the University accept the gifts of Mr. and Mrs. Jules Loeb and recommended that the Fay Loeb Chair in Canadian Art History be established, subject to the concurrence of the Planning & Resources Committee with regard to the resource implications
- recommended approval of the Master of Studies in Law Program, subject to the concurrence of the Planning & Resources Committee
- approved the appointments of Professors Bernard Etkin, aerospace studies, Ernest McCulloch, medical biophysics, and Francis Sparshott, philosophy, as University Professors
- the provost reported on the progress of the Presidential Advisory Committee on Institutional Strategy. The committee has been meeting weekly. A fact book had been put together which includes such information as: the number of tenured members of teaching staff in divisions, the rates of retirement, research grants and comparisons with other universities. It is expected that an agenda of items for active consideration would be presented to the Planning Sub-

committee to give Governing Council an idea of both short- and long-term issues

- the provost said a report on the retreat with deans and chairmen Oct. 28 would be prepared and widely distributed.

## The Planning & Resources Committee — Nov. 15, 1982

- recommended approval for phase III of the Erindale College residences. The plan is to construct 25 townhouses, which will add 100 residential places
- concurred with the Business Affairs Committee that the University accept the gifts of Mr. and Mrs. Jules Loeb and with the Academic Affairs Committee that the Fay Loeb Chair in Canadian Art History be established
- approved an amendment to the Faculty of Education's divisional plan that adds research as one of its objectives. A part of the approval was a request that the faculty develop under the direction of the Joint Council on Education and in conjunction with OISE a plan for integrating the programs, services and activities of the faculty and OISE
- concurred with the recommendation of the Academic Affairs Committee to approve the proposal for an MD/PhD program subject to certain resource conditions
- concurred with the Academic Affairs Committee that the Master of Studies in Law Program be approved. The committee approved the resource implications
- approved the addition of a new priority for the Faculty of Library & Information Science, the addition of a specialization, information science, to its existing PhD program
- approved By-Law No. 1 of the Institute of Hydrogen Systems, the letter of agreement that will be entered into by the institute covering various aspects of the relationship between the University and the institute, and the letters patent. The Business Affairs Committee will be asked to concur with the approval.

## The Committee on Campus & Community Affairs — Nov. 16, 1982

- the vice-president — personnel and student affairs responded to concerns that

the permanent job registry in the Career Counselling & Placement Centre was available only to those who had graduated no more than two years previously. A proposal to permit graduates one use of the registry when searching for their first full-time position regardless of their year of graduation would exceed the centre's present resources, he said. However,

special requests would be considered

- approved the policy review working group's suggestions that the following policies be reviewed by the administration: community relations, health services, information services (the working group recommended revision of the terms of reference and goals and objectives statement of *The Graduate*. The group

asked the administration to consider including within the membership of the editorial advisory board a member directly connected with fund-raising activities; and that it consider including an explicit reference to fund-raising in the goals and objectives statement), parking, residences and food services



Honours for Louis Applebaum

The first honorary Associateship of the Royal Conservatory of Music was awarded Nov. 27 to composer and arts administrator Louis Applebaum (left). In his citation, Principal Ezra Schabas (right) described Applebaum as "a major force in the development of artistic life in this country for 40 years". Applebaum, who began his career as music director for the National Film Board in 1942, has been in the news most recently as co-chairman of the Federal Cultural Policy Review Committee, whose report was published three weeks ago. In the intervening years, he was music director of the Stratford Shakespearean Festival, music consultant to the CBC, a key planner of music for the National Arts Centre, and executive director of the Ontario Arts Council. Throughout, he continued to compose without let-up — writing fanfares and incidental music for Stratford, scores for the

National Ballet, a musical comedy, orchestral works, and more than 600 film scores, several of which have won awards and one of which was nominated for an Academy Award.

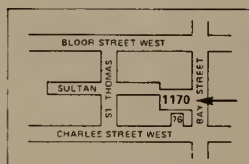
In his acceptance speech, Applebaum was critical of Canadian educational traditions and systems for failing to accept the reality that training in music and other art disciplines provides "an invaluable basis for on-going learning, for making judgements, and for assessing alternatives". We must make more opportunities for the creative potential within us to be released, he said, challenging the Convocation audience to see that Canada makes "full use of its greatest resource — more valuable than oil or gold or forest products; that resource must be its people and the creativity inherent in them".

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## Ken Taylor here to present award named in his honour

"The whole system of diplomatic representation is under seige . . . particularly from terrorists . . . bargaining human lives for ransom while playing with the world's conscience," Canada's most famous diplomat told an audience at Hart House Nov. 29. In town to present a scholarship that bears his name, Kenneth Taylor outlined the history of diplomacy from 2353 BC and offered an analysis of the principles and problems underlying the profession today.

"A number of countries are not prepared to accept the rules of diplomacy that have provided the cornerstone for negotiation since the 15th century. . . . Some (leaders) even employ and view terrorism as a tool of foreign policy and are even prepared to sacrifice all, even to the extent of a scorched earth policy, to achieve their ends."

During the past decade, he said, US diplomatic missions have suffered 260 significant terrorist attacks and five US ambassadors have been killed. In the past seven years, the Turkish diplomatic corps has lost 12 of its members to violence.

He called for some guaranteed minimum of security against attack for the persons and property of diplomatic missions and warned that initiatives serving only one political interest are unlikely to be effective.

Taylor now enjoys a relatively tranquil posting as Canada's consul-general in New York. It was as Canada's ambassador to Iran that his name shot into prominence. In 1979, when Iranian terrorists seized the US embassy and were holding the occupants captive, six Americans managed to escape. Taylor was responsible for hiding them and providing Canadian passports so they could leave the country.

In appreciation, readers of the Long Beach, California, *Independent Press-Telegram* collected \$250 and established the Ambassador Kenneth Taylor Award to be presented to the fourth-year graduating student with the highest academic average in international relations at U of T (where Taylor had received his BA in 1957).

The first recipient is William Robson, 22, the 1981 president of the Students' International Relations Society and currently an academic researcher in the Department of Economics. Though the award was instituted on a one-time-only basis, it will continue to be funded in the future by Trinity College, where the international relations program is based.

The founder of that program, U of T Chancellor George Ignatieff — a former diplomat and provost of Trinity College — has been honoured with the establishment of a \$500 scholarship in his name. Also funded by Trinity, it will be presented for the first time next year to the third year student with the highest average in international relations.

A \$500 scholarship for the top second year student has been established in honour of John W. Holmes, former assistant under-secretary of state for external affairs, and former Claude T. Bissell visiting professor of Canadian-American relations. Both the Bissell chair and this new scholarship are funded by the Associates of the University of Toronto, based in New York and representing alumni living in the US.

The Associates have also established a \$2,000 scholarship for an American citizen with the highest average in the first year of the international relations program.

## Retirement planning course developed for U of T staff

A "Pre-Retirement Planning Course" for faculty and administrative staff has been developed by the Program in Gerontology in collaboration with the Personnel Department and with the backing of the vice-president — personnel and student affairs. The course was designed to help individuals plan creatively and realistically for their retirement.

Thirty-two faculty and administrative staff over the age of 63 attended the first series of eight sessions which ran from Oct. 7 to Nov. 25. The next series, scheduled to begin early February, will be open to staff 62 and over. Plans are to offer the course on a continuing basis and to younger groups. "Early planning is important in optimizing adjustment to retirement," says gerontology's director Blossom Wigdor.

Sessions were led by volunteers from the faculty as well as experts from the field. Professor Wigdor spoke on the psycho-social implications of retirement; Dr. Rory Fisher of Sunnybrook Hospital on health and lifestyle; Neil Burnham, manager of benefits administration in the Personnel Department on pension and benefits; John Humber of A.E. LePage Real Estate on housing; Professor Ralph Scane from the Faculty of Law on family law and wills; Liisa Bundock of the Community Information Centre of Metropolitan Toronto on community services; investment counsellor W.G. Upshall on investments

and estate planning; and Alan Upshall of the Senior Alumni, who acted as chairman of the series, on leisure.

A nominal fee of \$10 was charged and partners were invited to attend.

For more information on the course, telephone the Program in Gerontology at 978-4706 or Neil Burnham at 978-2115.

## U of T's United Way donation could reach \$216,000

U of T's United Way campaign is in its final stages, with \$193,000 collected so far. Although the campaign officially ended Nov. 15, returns are still awaited from some areas, including the Faculty of Medicine. It is expected the University's total will be up at least \$20,000 from last year's total of \$191,000. This year the United Way is projecting \$216,000 for the University; last year it projected \$200,000.

Substantial increases in donations were reported by many of the constituencies, while the number of donors has been about the same as last year. The largest increase (1,697 percent) was at Woodsworth College where \$629 was collected this year compared with \$35 last year. Innis College has had 100 percent participation for the second year and an increase of \$246.

## Private support project committee welcomes proposals

The Private Support Project Review Committee is a presidential advisory committee that reviews and makes recommendations to the President on non-capital projects developed within the University that require any degree of private funding from any source, whether Canadian or foreign. All proposals which involve some measure of private support must be submitted to the committee through the division head, preferably in the format suggested by the committee.

In these times of decreased public support, the role of private funding becomes ever more important. The committee would welcome proposals

that might serve to stimulate the interest of private donors. The Department of Private Funding can provide advice to individuals or groups that might wish to explore the possibility of including private support in a project under consideration.

Guidelines for the submission of proposals can be obtained from the secretary of the committee, K.R. Bartlett, 978-2125.

*D.G. Ivey*  
*Vice-President — Institutional Relations*  
*Chairman*  
*Private Support Project Review Committee*

## New chancellor for Trinity

The Most Reverend Robert Lowder Seaborn was elected ninth chancellor of the University of Trinity College at the annual meeting of the corporation on Nov. 18. Archbishop Seaborn succeeds the Most Reverend Howard Hewlett Clark, former primate of the Anglican Church of Canada, who is retiring after 11 years.

As chancellor, Archbishop Seaborn is the senior officer of Trinity College and will confer degrees in the Faculty of Divinity and preside over meetings of the corporation, the college's governing body which numbers 380. His term of office is four years, renewable. His official installation will take place on Trinity's Founder's Day, Jan. 16.

Archbishop Seaborn graduated with

a BA from Trinity in 1932, receiving his master's degree in 1934 and his bachelor of divinity in 1938. He was ordained as a priest in the Anglican Church in 1935. His ministry included postings in Toronto, Cobourg, Quebec City and Vancouver. In 1958 he was elected assistant bishop of Newfoundland, where he lived for 24 years serving the Church in a number of capacities, including Metropolitan of the Ecclesiastical Province of Canada.

During World War II, Archbishop Seaborn was a chaplain with the Canadian army in Europe and was awarded the French Croix de Guerre. Since 1980, he has acted as Anglican Bishop Ordinary to the Canadian Armed Forces.



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# Events

## Lectures

**The Economics of Shortage: The Dilemma of Chinese Reforms.**  
Monday, December 6  
Prof. Christine Wong, Mt. Holyoke College and Harvard University. Room 313, Faculty of Library & Information Science, 140 St. George St. 4 p.m.  
(International Studies, East Asian Studies and Economics)

**Crime and American Political Culture.**  
Monday, December 6  
Prof. James Q. Wilson, Harvard University; Olin lecture in American political culture. Croft Chapter House, University College. 4 p.m.  
(Political Science)

**The Labour Movement and the University.**  
Monday, December 6  
Lynn Williams, United

Steelworkers of America; Larry Sefton memorial lecture. Part of program, Working People: A Century of Canadian Labour. George Ignatieff Theatre, Trinity College, Devonshire Place. 8 p.m.  
(Woodsworth, Industrial Relations, Community Relations, Continuing Studies and Ontario Federation of Labour)

**Revisions in Canada's Historical National Income Estimates.**  
Tuesday, December 7  
Prof. M.C. Urquhart, Queen's University. Auditorium, Medical Sciences Building. 2 p.m.  
(Economics)

**Recent Excavations in Karnak, Egypt.**  
Tuesday, December 7  
Donald Redford, Royal

Ontario Museum. December meeting, Archaeological Institute of America, Toronto society; non-members welcome. Lecture room, McLaughlin Planetarium. 4.30 p.m.

**Malnutrition of the Elderly — A Preventive Approach.**  
Tuesday, December 7  
Dr. Louise Davies, Queen Elizabeth College, London, Eng. Auditorium, Medical Sciences Building. 8 p.m.  
(Program in Human Nutrition)

**Sociobiology and Psychiatry: A Possible Linkage?**  
Wednesday, December 8  
Prof. Charles Lumsden, Department of Medicine and Museum of Comparative Zoology, Harvard University. Auditorium, Clarke Institute of Psychiatry. 12 noon.  
(Psychiatry)

**Galileo at the Collegio Romano: A Link between Medieval and Modern Science.**  
Thursday, December 9  
Prof. William A. Wallace, Catholic University of America. Common Room, first floor, Pontifical Institute of Mediaeval Studies. 4 p.m.  
(IHPST, Reformation & Renaissance Studies, History, Medieval Studies and OISE)

**Roy Thomson Hall and Other Projects.**  
Thursday, December 9  
Andrew Mathers, Mathers & Haldenby, architects, Toronto. Auditorium, Medical Sciences Building. 8.15 p.m.  
(Architecture & Landscape Architecture and Toronto Masonry Promotion Fund)

**The Activities of the Voltaire Foundation: Purposes, Projects and Prospects.**  
Tuesday, December 14  
Andrew Brown, Voltaire Foundation, Oxford. 205 New Academic Building, Victoria College. 11.30 a.m.  
(French)

**Tacitus Then and Now.**  
Tuesday, December 14  
Sir Ronald Syme, Wolfson College, Oxford. Combination Room, Trinity College. 4 p.m.  
(Classics)

**The Existence of a Moral Pattern in a Work of Art.**  
Tuesday, December 14  
Prof. Alicia Kuczyńska, University of Warsaw. Croft Chapter House. 4 p.m.  
(Philosophy)

**Goethe's Faust and the Meaning of Mankind.**  
Tuesday, December 14  
Prof. Janos Kuczynski, University of Warsaw. Croft Chapter House. 8 p.m.  
(Philosophy)

**The Mississauga City Hall.**  
Thursday, December 16  
Prof. J. Michael Kirkland, Department of Architecture. Auditorium, Medical Sciences Building. 8.15 p.m.  
(Architecture & Landscape Architecture and Toronto Masonry Promotion Fund)



Galileo and the Collegio Romano

Recent discoveries by Prof. William Wallace of the Catholic University of America show that most of Galileo's notes on "physical questions", written when he was 26, were derived from published and

unpublished Collegio Romano courses. Galileo's early intellectual development will be the subject of a lecture by Prof. Wallace Dec. 9. See Lectures for details.

## Administrative Co-ordinator

Reporting to the Head of Biological Research with additional responsibilities to the Head of Physics at the Ontario Cancer Institute, the Administrative Co-ordinator will develop and implement financial management methods which provide accurate and sensitive budgetary control for the two research divisions.

Other responsibilities will include monitoring the personnel function and assisting with the management of both research divisions, as well as serving as Secretary of the Institute's Research Advisory Committee and the Executive Committee of Division of Biological Research.

A graduate degree at the Master's level, M.B.A. or M.H.Sc., is preferred. Some science background, previous experience in research administration, particularly in budgeting and financial management, will be considered definite assets.

To further explore this opportunity, please forward your resumé including salary expectations, in confidence to:

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## Seminars

**The Slovaks, a National Minority, a Minority Nation, or an Equal Partner in the Czechoslovak Republic, 1918-1939?**

Monday, December 6  
Prof. Stanislav J. Kirschbaum, York University; first of three evenings on national and religious minorities in Russia and eastern Europe. Upper Library, Massey College. 8 p.m.  
(Russian & East European Studies)

**Biochemical Studies on Packaging of Bacteriophage Lambda DNA.**

Tuesday, December 7  
Dr. Andrew Becker, Department of Medical Genetics. 235 FitzGerald Building. 4 p.m.  
(Microbiology)

**Present State of Islet Transplantation.**

Tuesday, December 7  
Dr. Paul E. Lacy, Washington University School of Medicine, St. Louis. Basement level, Artificial Pancreas Building, 180 Elizabeth St. 5 p.m.  
(Banting & Best Diabetes Centre)

**Analysis of the Mechanisms of Initiation and Malignant Transformation.**

Wednesday, December 8  
Dr. Ross Cameron, Department of Pathology; 13th in series of 14, Experimental and Human Pathology. 6205 Medical Sciences Building. 4 p.m.

**Environment and Resource Futures for Ontario and Canada.**

Thursday, December 9  
David Nitkin, Analysis and Research Branch, Ministry of Health. 211 Haultain Building. 4 p.m.  
(IES and Southwest Campus departments)

**Jesus Traditions in I Corinthians.**

Thursday, December 9  
Principal Peter Richardson, University College, and Peter Gooch, PhD candidate; biblical seminar. 341 Larkin Building, Trinity College. 4.10 p.m.  
(TST)

**Aesthetics — An Alternate Viewpoint.**

Monday, December 13  
Prof. Rose Hill, McMaster University. 330 Benson Building. 4 to 6 p.m.  
(P&HE)

**Mechanics Problems in Spacecraft Design.**

Tuesday, December 14  
Prof. F. P.J. Rimrott,

Department of Mechanical Engineering. 252 Mechanical Engineering Building. 3.30 p.m.

**The Development and Maintenance of the Blood-Brain Barrier.**

Wednesday, December 15  
Dr. P.A. Stewart, Department of Anatomy; last in series of 14, Experimental and Human Pathology. 6205 Medical Sciences Building. 4 p.m.

**Law and Economics Workshop Series.**

Wednesday, December 15  
A Formal Test of the Economic Theory of Tort Law: The Doctrine of Informed Consent. Prof. Christopher Bruce, University of Calgary. Ninth in Law & Economics Workshop series 1982-83. Paper will be circulated week in advance of session at which it will be presented; author will make introductory statement, discussion and critical analysis will follow. Solarium, Falconer Hall, Faculty of Law. 12.15 to 1.45 p.m. Registration fee which covers paper and lunch, single session \$3. Please note, registration required in advance if copy of paper and lunch required. Information and registration: Verna Percival, Law & Economics Program, 978-6767.



# Events

## Colloquia

**Solar Studies and General Relativity.**  
*Thursday, December 9*  
Prof. P.R. Goode, University of Arizona; weekly colloquium addressed to general physics audience. 102 McLennan Physical Laboratories. 4.10 p.m.

**F.D. Maurice: Perceptions and Interpretation.**  
*Friday, December 10*  
Prof. James W. Cox, York University. Centre for Religious Studies lounge, 14-352 Robarts Library. 1 p.m.

## Meetings

**Women and Microtechnology.**  
*Monday, December 6*  
Doris Anderson, National Action Committee on the Status of Women. Meeting of the Canadian Association for Women in Science. 4227 Medical Sciences Building. 6.30 p.m.

**Enzyme Catalytic Strategies from Kinetic Isotope Effects.**  
*Friday, December 10*  
Prof. R.L. Schowen, University of Kansas. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

**Reactions of the Molybdenum-Molybdenum Triple Bond in  $\text{Cp}_2\text{Mo}_2(\text{CO})_4$ .**  
*Friday, December 17*  
Prof. M.D. Curtis, University of Michigan. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

**Historical National Income Estimates and Economic History.**  
*Monday, December 6*  
Prof. M.C. Urquhart, Queen's University; economic history workshop. 3037 Sidney Smith Hall. 8 p.m.  
Information and copy of paper in advance, Mary Rous, 3021 Sidney Smith Hall, 978-3450.

## Governing Council & Committees

**Planning Subcommittee.**  
*Monday, December 6*  
Council Chamber, Simcoe Hall. 4 p.m.

**Planning & Resources Committee.**  
*Monday, December 13*  
Council Chamber, Simcoe Hall. 4 p.m.

**Business Affairs Committee.**  
*Wednesday, December 8*  
Board Room, Simcoe Hall. 4 p.m.

**Committee on Campus & Community Affairs.**  
*Tuesday, December 14*  
Council Chamber, Simcoe Hall. 4 p.m.

**Curriculum & Standards Subcommittee.**  
*Wednesday, December 8*  
Council Chamber, Simcoe Hall. 4 p.m.

**Governing Council.**  
*Thursday, December 16*  
Council Chamber, Simcoe Hall. 4.30 p.m.

**Academic Affairs Committee.**  
*Thursday, December 9*  
Council Chamber, Simcoe Hall. 4 p.m.

## Miscellany

**Old House New House.**  
*Tuesday, December 7*  
Documentary film of transformation of cold abandoned turn of the century house into heat and food producing dwelling. Ecology House, 12 Madison Ave. 8 p.m. Information, 967-0577. (Pollution Probe)

**University Arts Women's Club.**  
*Thursday, December 9*  
Annual Christmas party. 8 p.m.  
Information, Anne Farquharson, 488-6224.

**Evening of Dance.**  
*Thursday, December 9*  
Features jazz dance performance group and guest dancers. Dance Studio,

Athletic Centre, 55 Harbord St. 8 p.m. Tickets \$2 at door 7.30 p.m. (Athletics & Recreation)

**Principal's Annual Christmas Party.**  
*Sunday, December 12*  
Featuring "A Child's Christmas in Whales" (based on Dylan Thomas's poem of similar name) performed by The Jabberwock & Sons theatre company. Meeting Place, South Building, Erindale College. 1.30 p.m., performance at 2 p.m.  
Tickets: U of T staff, alumni and associates \$4, children \$3; general public \$5.  
Information, 828-5214.

## Concerts

**Stephen Satory, Piano.**  
*Wednesday, December 8*  
Works by Liszt, Tchaikovsky and Debussy; Noon Hour series. Concert Hall, Royal Conservatory of Music. 12.15 p.m.  
Tickets \$2, students and senior citizens \$1.  
Information, Royal Conservatory of Music, 978-3771.

**Music and Words for Christmas.**  
*Wednesday, December 8*  
Knox College Choir, directed by John Derksen. Knox College Chapel, King's College Circle. 8 p.m.

**Early Italian Music for Voice and Ensemble.**  
*Thursday, December 9*  
Members of the Opera Division, directed by Michael Evans; Thursday afternoon series. Walter Hall, Edward Johnson Building. 2.10 p.m.

**Susan Prior and Alison Melville, Recorder and Baroque Flute.**  
*Thursday, December 16*  
Works by Hotteterre, Van Eyck, Telemann and Quantz; Twilight series. Concert Hall, Royal Conservatory of Music. 5.15 p.m. Tickets \$2,

students and senior citizens \$1.  
Information, Royal Conservatory of Music, 978-3771.

**Royal Conservatory Orchestra.**  
*Friday, December 17*  
Guest conductor Daniel Lewis; *Sinfonia No. 2, Eb major*, C.P.E. Bach, *Symphony No. 83, "The Hen"*, Haydn, *Symphony in D major*, Vorisek. Orchestral Training Program. Church of the Redeemer, Bloor and Avenue Rd. 8 p.m.  
Tickets \$3.50 to \$7.50, students and senior citizens from \$2.75.  
Information, Royal Conservatory of Music box office, 978-5470.

**Art Gallery Sunday Concert Series.**  
*Sunday, December 19*  
Royal Conservatory Chamber Choir, conducted by Denise Narcisse-Mair; program of Christmas selections by Britten, Maxwell Davis and Vaughan Williams; series made possible by grant from Gannett Foundation. Walker Court, Art Gallery of Ontario. 3 p.m.  
Information, Royal Conservatory of Music, 978-3771; or Art Gallery of Ontario, 977-0414.

## Exhibitions

**Mark Critoph, Prints.**  
*To December 17*  
Scarborough College gallery. Gallery hours: Monday-Thursday, 9 a.m. to 7 p.m.; Friday, 9 a.m. to 5 p.m.; Sunday, 2 to 5 p.m.

**Nelson Surette, Paintings.**  
*December 13 to 18*  
Old Senate Chamber, 240 University College. Hours: 11 a.m. to 6 p.m.

**I Sossi: Habitation in Basilicata.**  
*To December 17*  
Courtesy of Italian Cultural Institute. Faculty of Architecture & Landscape Architecture, 230 College St.

**George Hunter, Photographs.**  
*To December 31*  
Erindale College art gallery. Gallery hours: Monday-Friday, 10 a.m. to 9 p.m.; Saturday-Sunday, 2 to 5 p.m.

## Reading

**The Ancient Mariner.**  
*Monday, December 6*  
By Coleridge. Read by Prof. Kenneth Quinn. University College Poetry Readings. Walden Lounge, UC Union, 79 St. George St. 4.10 p.m.

## MAJOR EXHIBITION

# WILLIAM BLAKE HIS ART AND TIMES



William Blake (English, 1757-1827)  
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# The humanities and the job market

by Denton Fox

When our Stone Age ancestors came upon really bad times, when there was nothing to eat, and little prospect of finding anything to eat — and this must have happened with depressing frequency — a tribe that was well led presumably took the obvious prudent and sensible measures. The members of the tribe who were not immediately useful were given humane early retirement (there was a convenient cliff nearby). The children, all the women except for a few young ones, and all the old men over 30 would be gently eased over the brink. Along with them would go the tribal seniors who knew what had been the best places for finding game (they hadn't given much help lately); the blind man who knew all the songs about the origin of man and about the tribe's past (this was obviously no time for frills); the chief's father, who was useful in parleying because he had been a hostage with some of the neighbouring tribes, and so knew their languages and customs (this was a time for fighting, not negotiating); the cripple who drew such entrancing and magical pictures of animals (the magic clearly hadn't been working). In short, the tribe phased out its humanities departments: history, literature, philosophy, foreign languages, fine art.

Such a solution may have been the best one in the Stone Age — though it may also explain why the Stone Age lasted so long — but implementing such a policy now would only lead us

back to a primitive state. Our universities, however, are under considerable pressure to adopt some version of such a policy, and to turn into glorified trade-schools which train apprentices for specific jobs. The pressure comes partly from the politicians, whose temporal horizon never extends beyond the next election, and who would like to have some concrete results, in the way of useful manpower, from their, or our, money as soon as possible. Pressure may come partly from within a university, since departments or divisions that turn out instantly saleable products may argue that they need to expand, so that they can turn out more such products — though at Toronto there has been commendably little such pressure. But the chief pressure, and the sort with which I am concerned here, comes from the students, who naturally have no desire to join the ranks of the unemployed, and so flock to any program, however uncongenial, that looks as if it might shoot them out plump into a well-paying job.

The humanities departments at Toronto are still in surprisingly good shape. While their budgets and their staffs have been cut drastically, they are hardly alone in this. Our past and present masters, President Ham, Deans Kruger, Spelt, and Armstrong, though none of them work in the humanities, have all taken a keen and sympathetic interest in our departments — indeed, some have thought that Dean Spelt's interest was almost too keen. And our enrolments are still very strong. One hopes that this is because students have realized that humanities courses will, in the long term, be more beneficial to them than job-oriented courses — it is notorious that most of the skills learned in such courses become obsolete within five years. But then one notices that a lot of our students feel guilty because they are not taking more "useful" courses. It is very possible that the marked shift away from the humanities that has happened at many American universities may happen here, and with disastrous consequences. An American undergraduate who was interviewed by the *New York Times* explained that she had shifted from what she wanted into "public relations" because "Adolescence has been an American luxury, but we can't afford it any more." If she is right, and if she means by "adolescence" what I think she means by it — the opportunity, for at least the most intelligent

and ambitious young people, to spend three or four years at a university, in the disinterested pursuit of knowledge through whatever discipline they find the most rewarding — then America, and not just its universities, is in deep trouble. If America's elite, its political and corporate leaders, know only so much of what has been done and thought in the past as they can remember from their high school education, then America, perhaps, is doomed not so much to repeat history, as to end it.

The problem is essentially a simple one: undergraduates are worried enough about unemployment to take programs which look as if they would lead immediately to jobs, even though both they and society would be better served in the long term if they acquired more education and less training. The solution is equally simple, in theory though not in practice: our humanities graduates need to be made more eagerly sought after by business, government, and all. A very long-range and perhaps Utopian solution would be to increase the excellence of the whole university's undergraduate program until we are the obvious first choice for all the best Ontario students — whom we would then so perfect that employers would give them all preference over graduates from other Ontario universities. It will be a very long time, perhaps, until Harvard is called the Toronto of the South, but there is no reason why we cannot do at least as well for our undergraduates as Harvard does. At present, what appears to be a well-tended rosebed to its gardeners, the faculty, may appear to be a nasty thicket of thorns to the poor worms who have to crawl through it.

As a more immediate and practical step, we should now try to persuade employers that humanities graduates are attractive employees. It is not a hard case to make. On the lowest level, our graduates are trained, we hope, to think clearly and logically, to analyze large amounts of data and to come up with intelligent conclusions, and to write lucidly. These are talents eminently useful to any business, and increasingly rare. On a higher level, it is important that serious decisions, whether in business or government, be made by people who have acquired a wide range of humane knowledge, and are not simply specialists. As one of my colleagues, Michael Dixon (to whom I am much indebted) has pointed out elsewhere, accountants, lawyers, and engineers, when they arrive at

high managerial positions, are successful only to the degree to which they are able to cease being simply accountants, lawyers, and engineers.

The chairmen of the humanities departments held a number of meetings last spring to discuss this problem: some of these meetings were attended by Arthur Kruger, then dean of the Faculty of Arts & Science; Rivi Frankle, director of the Career Counselling & Placement Centre, and her colleague, Elizabeth Hoffman; and Bill Gleberzon from the Department of Alumni Affairs. One thing that emerged was that many of the presidents and chief executive officers of corporations, themselves often humanities graduates, would be glad to hire students from the humanities, but their personnel officers, when they come to the campus to recruit, bring a precise and narrowly specialized shopping list. Professor Kruger, though now on leave, has generously agreed to spend some time in addressing groups of businessmen, in the hope of correcting this. Mr. Gleberzon and his colleagues have been very helpful in getting the names of alumni in executive positions who are humanities graduates and who might be willing to assist us: our alumni are a most valuable and not yet fully utilized source of support. Ms. Frankle, who has given us the most help of anyone, and who is now really in charge of the enterprise, is setting up a permanent committee, which will include representatives from the alumni association and from the faculty, to work on making our humanities graduates more eagerly pursued by employers. It seems clear that progress in this can be made, though not either quickly or easily. Any help will be gratefully received.

Denton Fox is chairman of the Department of English.

## Christmas hours at athletic centre

The athletic centre will be closed from Friday, Dec. 24, 5 p.m. to Monday, Jan. 3, 7 a.m.

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# Letters

## Who is restructuring research environment?

In the context of medical research, (Forum, *Bulletin* Nov. 8), Dr. Cecil Yip has argued that "group research" is being done at the expense of support for "individual investigators", and that this is the result of "conscious policy decisions". Such decisions are attributed to the Medical Research Council which undoubtedly receives advice on such matters from influential scientists, some of whom are from Toronto.

It seems to me that "group research" implies some departure from the well-proven departmental framework in universities, and from the traditional emphasis on independent performance by creative scholarly individuals. To be sure, many fruitful collaborations occur, but they result from mutual agreements between individuals rather than "from the top down".

The issue of freedom is neither esoteric, nor a reflection of rugged individualism gone wild. It cuts through to the philosophy, history, and current experience of how scientific discoveries are made. "The collective judgement of 10,000 independent investigators deserves more confidence



than that of 10 wise men sitting around a table'.<sup>1</sup>

Accordingly, the "wise men" in our midst should respond to Dr. Yip's article, substantiating their views in favour of group research, retrospectively and prospectively. It would be helpful to know who is restructuring university research environments, and whether they have sound reasons for doing so.

Daniel H. Osmond  
Department of Physiology

(1) Eagle, H.: Minutes of the Committee on Science Policy for Medicine and Health, Institute of Medicine, National Academy of Sciences, Washington, D.C. June 22, 1973.

## Press adheres to collective agreement when sub-contracting

I would like to correct the impression created by your report on the Nov. 18 meeting of Governing Council (*Bulletin*, Nov. 22) where a question was raised about "the current dispute between U of T Press and the Toronto Typographical Union" and it was reported that "the Press has laid off union members and contracted with non-union shops for some jobs."

The University of Toronto Press Printing Division is party to a collective agreement with the Toronto Typographical Union which is negotiated through an industry-wide

group of employers called the Council of Printing Industries. The agreement in its present form includes a clause which allows the printing division to sub-contract work to other shops, provided they also operate under an agreement with the TTU. The printing division always adheres to this clause in the collective agreement when it sub-contracts work to other firms.

Harald Bohne  
Director  
University of Toronto Press

## Search committee for chairman of immunology

A search committee has been established to recommend a professor and chairman for the new Department of Immunology. The membership of the committee is: Drs. D.W. Clarke, associate dean, basic sciences (*chairman*); B.J. Underdown, associate dean, research, and Department of Medical Genetics; J.D. Friesen and Bernhard Cinader, Department of Medical Genetics; R.A. Phillips, Department of Medical Biophysics; Emmanuel Farber, Department of Pathology; R.K. Murray, Department of Biochemistry; Erwin Gelfand, Department of Paediatrics; P.F. Halloran, Department of Medicine,

Mount Sinai Hospital; E.C. Keystone, Department of Medicine, Wellesley Hospital; G.N. Burrow, Department of Medicine and Toronto General Hospital; and J.E. Till, School of Graduate Studies representative.

The committee would welcome recommendations, nominations or applications for this position. These may be submitted, preferably in writing, to the chairman or to any member of the committee.

## Search committee for life sciences chairman

The principal of Scarborough College, Joan Foley, has appointed a search committee to recommend a chairman of the Division of Life Sciences to suc-

ceed Professor G.R. Williams whose term ends June 30, 1983.

The members are: Professors Foley (*chairman*); J.L. Freedman, chairman, Department of Psychology; C.K. Govind, Biology; J.W. Gurd, Biology; R.C. Roeder, chairman, Division of Physical Sciences; M.C. Smith, Psychology; and J.E. Till, associate dean, Division IV, School of Graduate Studies.

The committee will welcome nominations and comments through its chairman or any of its members.

## Search committee for UC registrar

The following search committee has been established to recommend a successor to Professor R.W. MacKay as registrar of University College, effective July 1, 1983.

The membership is: Judith Atkins, director, Women's Athletics, UC; David Ballingall, president, University College Literary & Athletic Society; L.C. Cook, associate registrar, UC; Professors A.R. Curtis, French; M.G. Finlayson, history; M.W. Laurence, psychology; P.F. Morgan, English; F.F. Wilson, philosophy; and G.P. Richardson, principal (*chairman*).

The committee would welcome recommendations, nominations or applications for this position. These should be submitted to the chairman of the committee (preferably with a *curriculum vitae*) by Friday January 7.

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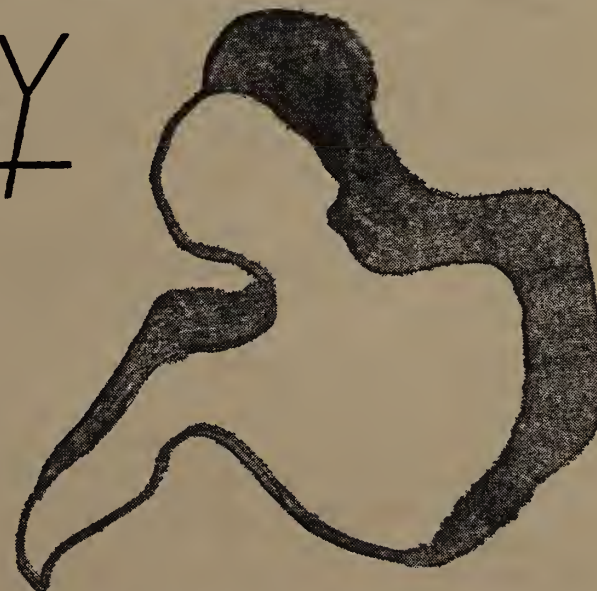
Are you really this much alike? It's not  
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**Three bedroom house,** fully furnished, wood-panelled, fireplace. Casa Loma area. Non-smokers, references; March 1, 1983 for six months. \$1200 per month. Dr. M. Baker 363-3225.

**Furnished House for Rent.** Broadview-Danforth, Sparkhall Avenue, 5 minute access to subway and streetcars. 2 bedrooms, study/sun room, renovated basement, rear garden with deck, residents' parking. Available 20 December 82 to 10 August 83. \$750/month plus utilities. Contact: Prof. E.T.C. Spooner, 978-3280 (office), 465-9677 (home).

**Moore Park.** Bright furnished 4-bedroom house with third floor studio suite. Secluded garden. January to July, \$1,200 a month. 486-6220 or 920-1036.

**Pape/Danforth.** Professional woman seeks temporary roommate(s) to share Riverdale flat. Ideal for visiting professors, research fellows, graduate students. 1 min. to TTC. \$90/week (negotiable). Call 461-7870 and leave message. CLIP FOR FUTURE REFERENCE!

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1982. Rent \$900/month + utilities. References please. Phone 596-8681 Carol Chao or leave message.

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**Sabbatical house for rent:** Agincourt, Birchmount/Huntingwood. Detached fully furnished luxury residence, 4 bedrooms, 2 1/2 baths, family room fireplace, furnished basement, January to July 1983, prestigious area, steps to TTC, school. Prof. Khanna 978-5204, 291-3557.

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# Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Steve Dyce, 978-5468; (3) Jack Johnston, 978-4419; (4) Elaine Preston, 978-2112; (5) Barbara Marshall, 978-4834; (6) Penny Tai-Pow, 978-6496.

**Clerk Typist III** (\$13,160 — 15,480 — 17,800) (\$13,760 — 16,190 — 18,620 effective Jan. 1) Continuing Medical Education (2)

**Secretary I** (\$13,160 — 15,480 — 17,800) (\$13,760 — 16,190 — 18,620 effective Jan. 1) Speech Pathology (2), Personnel (1)

**Secretary II** (\$14,470 — 17,020 — 19,570) (\$15,140 — 17,810 — 20,480 effective Jan. 1) Economics (4), Pathology (2), Mechanical Engineering, term appointment (3)

**Secretary III** (\$16,110 — 18,950 — 21,790) (\$16,850 — 19,820 — 22,790 effective Jan. 1) Physical Plant (1)

**Secretary IV** (\$17,800 — 20,940 — 24,080) (\$18,620 — 21,900 — 25,180 effective Jan. 1) Social Work (1)

**Administrative Assistant I** (\$16,110 — 18,950 — 21,790) (\$16,850 — 19,820 — 22,790 effective Jan. 1) Music (1)

**Laboratory Technician II** (\$16,110 — 18,950 — 21,790) (\$16,850 — 19,820 — 22,790 effective Jan. 1) Pathology (2)

**Landscape Foreman** (\$17,800 — 20,940 — 24,080) (\$18,620 — 21,900 — 25,180 effective Jan. 1) Physical Plant (1)

**Production Coordinator** (Administrative Assistant II) (\$20,860 — 24,540 — 28,220) (\$21,830 — 25,680 — 29,530 effective Jan. 1) Media Centre (2)

**T.V. Operator IV** (\$21,900 — 25,770 — 29,640) (\$22,920 — 26,960 — 31,000 effective Jan. 1) Media Centre (2)

**Assistant Director** (\$31,700 — 37,290 — 42,880) (\$33,160 — 39,010 — 44,860 effective Jan. 1) Guidance Centre (3)

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